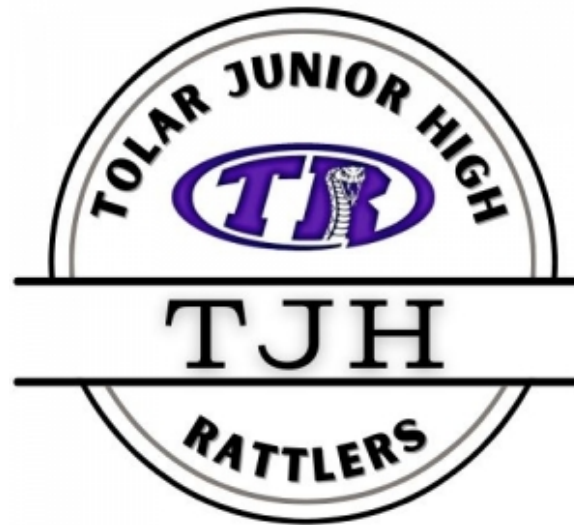


Tolar Independent School District
Tolar Junior High
2024-2025 Campus Improvement Plan



Board Approval Date: October 21, 2024
Public Presentation Date: October 21, 2024

Mission Statement

The mission of the Tolar Independent School District, in partnership with the community, is to provide knowledge and skills for our students so they will be positive thinkers, hard workers, and problem-solvers who contribute constructively to society.

Vision

Building tomorrow's leaders through education with pride in country, school, and self.

Beliefs

We believe all students can learn when provided an environment of innovation and excellence.

We believe that all stakeholders form a vital partnership in the educational process.

We believe that students should be taught the value of service, honor, and patriotism.

We believe an environment that builds students of integrity and character is essential.

We believe a safe and nurturing environment is critical to student success.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Priority Problem Statements	5
Comprehensive Needs Assessment Data Documentation	6
Goals	7
Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.	7
Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.	13
Goal 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.	16
Goal 4: Facilities and Resources - The district will plan for the effective use of resources including upgrading facilities with the future in mind.	19
Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others. .	20
Addendums	24

Comprehensive Needs Assessment

Demographics

Demographics Summary

Total Enrollment - 193

Total - 196

White - 189 (96.4%)

Black/African American - 7 (3.5%)

Asian - 2 (1%)

American Indian - 5 (2.5%)

Bilingual/ELL - 0 (0%)

Special Education - 10.7%

Economically Disadvantaged - 43.3%

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Eco. Dis. as a whole under performs when compared to the General population of students. **Root Cause:** Lack of consistent progress monitoring and remediation during the school year

Priority Problem Statements

Problem Statement 1: Eco. Dis. as a whole under performs when compared to the General population of students.

Root Cause 1: Lack of consistent progress monitoring and remediation during the school year

Problem Statement 1 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Local benchmark or common assessments data
- State-developed online interim assessments

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Dyslexia data

Goals

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 1: 65% of all students will make at least one year growth annually in math and reading in grades 6-8 as measured by end of year STAAR assessments.

(Strategic Success Measure: 100% by 2026)

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews		
<p>Strategy 1: Students will take a MAP baseline assessment, mid-year assessment, and an end of year assessment to demonstrate growth in math and reading. Assessment results will guide remediation groups for WIN period.</p> <p>Strategy's Expected Result/Impact: Monitor student growth in math and reading and remediate through WIN when necessary. This allows for consistent measure of student growth in both math and reading.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>Title I: 2.4</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: TTAP assessment will be given three times for Math and 8th Social Studies. Results of this assessment will allow for remediation groups during WIN.</p> <p>Strategy's Expected Result/Impact: To confirm growth from WIN remediation. To highlight students that may not be making adequate growth in specific TEKS areas.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July

Strategy 3 Details	Reviews		
<p>Strategy 3: Students will use intervention time once per week to check grades and create an emails to communicate academic goals with their parents (ie. missing work, and grades). Students will also collaborate with intervention teacher to ensure goal setting and communication is effective.</p> <p>Strategy's Expected Result/Impact: The communication with parents establishes a student centered life skill of communication and accountability.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		Summative
	Jan	May	July
Strategy 4 Details	Reviews		
<p>Strategy 4: Student's which scored 60% or higher in Reading and Math STAAR have been placed in Honors Courses to provide more rigorous curriculum.</p> <p>Strategy's Expected Result/Impact: To increase growth from this student group.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July
Strategy 5 Details	Reviews		
<p>Strategy 5: Students attendance awards will be given at the end of each six weeks. Students with perfect attendance receives a free homework pass per six weeks.</p> <p>Strategy's Expected Result/Impact: Increase campus attendance.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Secretary</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July

Strategy 6 Details

Reviews

Strategy 6: Grade level attendance wars. The grade level with the highest attendance will be given a reward during WIN period.

Strategy's Expected Result/Impact: Increase campus attendance

Staff Responsible for Monitoring: Principal/Teachers/Secretary

ESF Levers:

Lever 3: Positive School Culture


Formative


Summative


Jan

May

July

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 2: Economically Disadvantaged students will perform within 5 percentage points of All Students in the "Meets" category of subject area STAAR assessments.

(Strategic Success Measure: 100% by 2026)


HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews		
<p>Strategy 1: Six weeks TEKS based assessments will be given using TFAR in our tested areas. This data will be broken down by sub pop groups using grade level data sheets provided to teachers. Eco Dis. population will be examined and referred to small groups during WIN for remediation.</p> <p>Strategy's Expected Result/Impact: Students that are not making adequate growth will be noticed and referred to remediation.</p> <p>Staff Responsible for Monitoring: Teacher/Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Students will receive 20 minutes of sustained reading daily. Each student will gain 30 minutes a week for each core content during WIN as an extension of content or review.</p> <p>Strategy's Expected Result/Impact: This will allow all students to work on all four core subjects, but specifically allow the Eco. Dis Population dedicated time to improve.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>Title I: 2.4, 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 3: 90% of students district-wide will be involved in at least one extra-curricular activity or club.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: List of clubs and activities by campus and then by student name

Strategy 1 Details	Reviews		
<p>Strategy 1: TJH will implement "CLUB DAY" four times per year. Students will have the opportunity to select a club offering that interests them. Clubs will be run by teachers that have a passion for that particular club.</p> <p>Strategy's Expected Result/Impact: Students will have the opportunity to interact with other students that share similar interests and create new relationships. Students that are connected to the school are more likely to show growth in content areas.</p> <p>Staff Responsible for Monitoring: Principal/Counselor/Teachers</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
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Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.





Performance Objective 1: Meet or exceed 90% retention rate in each position category (teacher, non-teaching professional, paraprofessional and auxiliary). (Strategic Success Measure: 90% by 2026)

Evaluation Data Sources: Exit and Stay Interview Results

Retention Data

New Hire Data





Shared Staff Schedules

Strategy 1 Details	Reviews		
<p>Strategy 1: Institute teacher appreciation gifts and treats, such as delivering donuts, drinks, and snacks to teachers at least two times per month, staff birthday luncheons, and parent provided luncheon once a six weeks.</p> <p>Strategy's Expected Result/Impact: Teachers will feel valued and appreciated</p> <p>Staff Responsible for Monitoring: Prinsipal/Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Provide each certified teacher with growth opportunities through two documented walkthroughs with feedback on performance.</p> <p>Strategy's Expected Result/Impact: Teachers will feel more comfortable in their craft and feel supported to try new methods that will have a positive impact on student achievement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July
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Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 2: 100% of professionals will implement an aligned standards-based curriculum in all academic subjects.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Professional Development Reports
 Local Assessment Results
 STAAR Results

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will be trained on the implementation TFAR/ NWEA to assist with intervention time. Strategy's Expected Result/Impact: Each teacher will have access to testing data from each assessment. Staff Responsible for Monitoring: Principal/Counselor</p> <p>Title I: 2.4, 2.6 - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 3: 100% of professional staff will be provided embedded and direct professional development opportunities aligned to the district strategic plan.

(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: District and campus professional development plans/agendas
 Campus, department and/or district professional development evaluation tools
 Employee survey data

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will be given opportunity to attend training to ensure curriculum alignment to address STAAR test challenges. Strategy's Expected Result/Impact: Teachers will learning new teaching strategies to address the new challenges of the STAAR test. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Jan	May	July





Goal 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.

Performance Objective 1: 90% or more of survey respondents will assign the district a positive rating on the annual district survey (parents, staff and students).

(Strategic Success Measure: 90% by 2026)

Evaluation Data Sources: Survey results





Strategy 1 Details	Reviews		
<p>Strategy 1: TJH will implement a student survey in the Fall semester, prior to the district survey to allow for time to remediate issues that students may be facing.</p> <p>Strategy's Expected Result/Impact: Students will have more positive view of their school.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: TJH communications with all stakeholders will be delivered in a variety of media (social media, text, app, email, parent square etc.)</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be more likely to give the district a positive rating.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July

Strategy 3 Details	Reviews		
<p>Strategy 3: Students will use intervention time once per week to check grades and create an emails to communicate academic goals with their parents (ie. missing work, and grades). Students will also collaborate with intervention teacher to ensure goal setting and communication is effective.</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be more likely to give the district a positive rating.</p> <p>Staff Responsible for Monitoring: Principal/Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
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Goal 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.

Performance Objective 2: All campuses will increase parental involvement by providing multiple opportunities for parents and stakeholders to participate in activities.

Evaluation Data Sources: Sign-in sheets
 Survey results
 Yearly plan of events

Strategy 1 Details	Reviews		
<p>Strategy 1: TJH communications will be delivered in a variety of media (social media, text, app, email, parent square etc.)</p> <p>Strategy's Expected Result/Impact: The more parents are informed the more likely they will be to participate in district activities.</p> <p>Staff Responsible for Monitoring: Principal/Teachers/Counselor</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: TJH will implement a Teacher Merit Award at the conclusion of each six weeks (1st - 5th).</p> <p>Strategy's Expected Result/Impact: Invite parents to a small awards assembly before school for donuts and coffee to showcase the good things achieved by the selected student. This will invite more parents onto campus to establish more positive relationships with stakeholders.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: Facilities and Resources - The district will plan for the effective use of resources including upgrading facilities with the future in mind.


Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.


Performance Objective 1: 100% of campuses will have access to mental health/counseling resources to support student well-being.
(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Survey results
District expectations
Campus plans for student support

Strategy 1 Details	Reviews		
<p>Strategy 1: TJH will maintain a full time counselor that will provide a beginning of the year orientation to outline the counseling services available to our students.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Counselor will be available for small group sessions, individual sessions on an as needed basis. Counselor will also pull at risk student groups for Private lunch sessions in her office.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
Strategy 3 Details	Reviews		
<p>Strategy 3: Counselor will contact and facilitate Grade Level sessions with the Paluxy Children's Advocacy Center. The lesson will be titled "Internet Safety, and Healthy Relationships"</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 2: 100% of students will receive instruction in character education annually.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: District expectations
 Campus plans

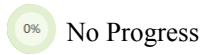
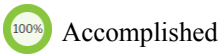
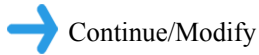

Strategy 1 Details	Reviews		
<p>Strategy 1: Students will receive monthly Character Education Life Skills Training lessons facilitated by the Counselor and Principal. Staff Responsible for Monitoring: Principal/Counselor</p> <p>Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July
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Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 3: 100% of students will participate in a service project annually.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Student survey results
 Campus service project plan

Strategy 1 Details	Reviews		
<p>Strategy 1: One service project benefiting the local community will be conducted annually by grade level. Student council will organize the effort supported by grade level teachers and administration</p> <p>Strategy's Expected Result/Impact: Students are able to actively support their community and learn the valuable lesson of service to others.</p> <p>Staff Responsible for Monitoring: Principal/Counselor</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		Summative
	Jan	May	July

Addendums

Tolar Junior High 2023 - 2024

ELAR STAAR	2022/2023	2023/2024
6th	85% Passing 19% Masters 33% Meets	84% Passing (+9) 29% Masters (+4) 39% Meets (+9) Did not meet growth Eco Dis 60%
7th	87% Passing 23% Masters 39% Meets	71% Passing (-1) 13% Masters (-15) 28% Meets (+4) Did not meet growth Eco Dis 30%
8th	94% Passing 38% Masters 32% Meets	89% Passing (+10) 39% Masters (+11) 28% Meets (+2) Did not meet growth Eco Dis 57%

MATH STAAR	2022/2023	2023/2024
6th	72% Passing 3% Masters 32% Meets	88% Passing (+18) 16% Masters (+3) 35% Meets (+11) Met Growth 61% Eco Dis 35%
7th	76% Passing 2% Masters 32% Meets	56% Passing (+3) 2% Masters (-8) 25% Meets (+3) Met Growth 88% Eco Dis 45%
8th	97% Passing 29% Masters 34% Meets	90% Passing (+20) 12% Masters (-3) 40% Meets (+15) Did not meet growth Eco Dis 43%

Social Studies STAAR	2022/2023	2023/2024
8th	78% Passing 19% Masters 23% Meets	86% Passing (+27) 41% Masters(+25) 18% Meets (+3) Eco Dis 43%

Alg 1	2022/2023	2023/2024
	100% Passing 56% Masters 39% Meets	100% Passing (+21) 61% Masters (+36) 39% Meets (+10)

Science STAAR	2022/2023	2023/2024
8th	91% Passing 28% Masters 38% Meets	85% Passing (+17) 23% Masters (+7) 36% Meets (+10) Eco Dis 43%